



September 2012

JSEC Newsletter

Glendive Job Service ♦ 211 South Kendrick

Office 377-3314 ♦ Fax 377-5831



Contact Job Service for all your business needs.

Division Administrator Visits Glendive

Mike Cooney, Department of Labor and Industry's Workforce Services Division Administrator, spent August 15th in Glendive and at the Glendive Job Service. He gathered information regarding the impact of oilfield activity on the community and on Job Service operations, as well as taking time to personally visit with each member of the Job Service staff.

A tour of the city was provided by JS Manager, Lonnie Cross, to show the latest developments. All staff were pleased that their Administrator took the time to come and see their workplace in person.



Mike Cooney, Administrator
Workforce Services Division

Unemployment Rates

MT	U.S.
5.9%	8.6%

County Unemployment Rates	
Dawson	4.0%
McCone	2.9%
Wibaux	2.7%

July 2012 Information

Unemployment Rate/Non-Seasonally Adjusted

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What is Seasonal Adjustment?

Seasonal adjustment is a statistical technique that attempts to measure and remove the influences of predictable seasonal patterns to reveal how employment and unemployment change from month to month.

Over the course of a year, the size of the labor force, the levels of employment and unemployment, and other measures of labor market activity undergo fluctuations due to seasonal events including changes in weather, harvests, major holidays, and school schedules. Because these seasonal events follow a more or less regular pattern each year, their

influence on statistical trends can be eliminated by seasonally adjusting the statistics from month to month. These seasonal adjustments make it easier to observe the cyclical, underlying trend, and other non-seasonal movements in the series.

As a general rule, the monthly employment and unemployment numbers reported in the news are seasonally adjusted data. Seasonally adjusted data are useful when comparing several months of data. Annual average estimates are calculated from the not seasonally adjusted data series. Source: <http://www.bls.gov/cps/seasfaq.htm>

National Disability Employment Awareness Month 2012

A Strong Workforce is an Inclusive Workforce: What Can YOU Do?

Held each October, National Disability Employment Awareness Month (NDEAM) is a national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities. This year's theme is "A Strong Workforce is an Inclusive Workforce: What Can YOU Do?"

NDEAM's roots go back to 1945, when

Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month." Upon its establishment in 2001, the Office of Disability Employment Policy (ODEP) assumed responsibility for NDEAM and has worked to expand its reach and scope ever since.

Although led by ODEP, NDEAM's true spirit lies in the many observances held at the grassroots level across the nation every year. Employers, schools and organizations of all sizes and in all communities are encouraged to participate in NDEAM, and ODEP offers several resources to help them do so. Activities range from simple—such as putting up a poster, to comprehensive—such as implementing a disability education program. Regardless, all play an important part in fostering a more inclusive America, one where every person is recognized for his or her abilities — every day of every month.

Employment Posters - FREE

Required employment posters are available at no cost!

Posters required by federal law to be posted in each worksite:

- Equal Employment Opportunity
- Family Medical Leave Act (employers with 50 or more employees)
- Federal Minimum Wage (must be displayed on an employee bulletin board)
- Job Safety and Health (OSHA)
- Polygraph (does not apply to public employers)

- Uniformed Services Employment and Reemployment Rights Act (USERRA)

The large **5-in-1 poster** (available through the Glendive Job Service) incorporates the 1st five required postings listed above. January 2011 is the most recent publication date and includes all current language. USERRA is required in addition to the 5-in-1; publication date of January 2006 is the most recent version.

Other "posters" required by Montana law to be posted on an employee bulletin board:

- Proof of Unemployment Insurance Coverage

- Proof of Workers' Compensation Coverage

These two documents are only available through the agencies providing your coverage.

Montana Minimum Wage is **NOT** a required posting, however, many Montana businesses prefer to display this poster. It is available, at no cost, through the Glendive Job Service.

Do not pay for required posters! Call Job Service at 377-3314 or stop by 211 S. Kendrick Ave.

Hours Worked - 14 and 15 Year Olds

School is back in session! A reminder for those businesses who employ 14 and 15 year olds: These young people may work 3 hours on a school day, 18 hours in a school week, and only during non-school hours between 7 a.m. and 7 p.m., except from June through Labor Day, when the evening hours are extended to 9 p.m. In addition, 14

and 15 year olds may work 8 hours on a non-school day and 40 hours in a non-school week. Thanks to employers who provide opportunities for youth to not only earn but also learn. For more information about child labor laws go to www.youthrules.dol.gov.

JSEC - A Community Asset

The Job Service Employer Committee (JSEC) is a powerful tool that ensures effective use of your tax dollar, influences how Job Service works, taps into educational and training resources, impacts programs to meet business needs, and provides a statewide network among employers.

The Glendive JSEC serves as an advisory board to Job Service, which has been proven to be a productive and effective public/private partnership. JSEC basically is local business people identifying and addressing the needs of their fellow business

community members. The JSEC also serves as the advisory board to the Business Management Program at Dawson Community College. Members provide input to ensure the courses taught adequately prepare students for the real world of work.

JSEC in Glendive sponsors low-cost, educational seminars right in town, saving travel and per diem dollars.

To enhance networking among business, individuals and public sector, JSEC sponsors the Connie Balcer Memorial JSEC Classic Golf Tournament annually.

JSEC youth activities include supporting Jobs for Montana's Graduates and hosting a Career Fair every other year. In addition, JSEC awards up to three \$500 scholarships to graduating seniors who intend to further their education at Dawson Community College fall semester following graduation. The scholarships are offered to Circle, Dawson County High, Richey and Wibaux County High School students.

The Glendive JSEC has been an asset to the community for 24 years and continually seeks ways to contribute to the economic

well-being of Glendive and the surrounding area. If you would like to become a member of this productive and useful group, please contact Barb Roehl, Chair 687-7463, Lonnie Cross, Job Service Manager 377-3314 ext 203, Darla Handran, JSEC Coordinator 377-3314 ext 206, or any member.



JSEC Members

Pat Cunningham
Dawson Community College

Jerry Jimison
City of Glendive

Joetta Pearcy
Glendive Medical Center

Kim Trangmoe, JSEC Vice-Chair
Chamber of Commerce & Ag

Ross Farber
Glendive School District

Jeffrey Kirby
BNSF Railway

Barb Roehl, JSEC Chair
Mid-Rivers Communications

MaryAnn Vester
Dawson Community College

Nick Haag
Montana Dakota Utilities

Christina Miller
WoRC Program

Stacey Stanfill
BOSS Office

Tim Wall, JSEC Treasurer
Community First Bank

Lonnie Cross
Job Service Manager

Darla Handran
JSEC Coordinator & Newsletter Editor

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Interested in becoming a member of JSEC?
Call JSEC Chair, Barb Roehl at 687-7463 or any JSEC member.